The Government's Action Plan in Matters Concerning the Status of Women 1986-1987

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Gouvernement
du Québec

The Prime Minister

This latter half of the 1980s comprises a number of challenges for governments in power. Among them are economic development and prosperity. Another, equally important challenge, is that of equality between the sexes allowing women to benefit equally from our society's growth.

Our government is committed to promoting greater economic security for all of Québec's women, whether native-born or immigrants, young or old, members of the labor force or housewives.

The goal of the government's action plan is to maintain and expand its interventions in matters concerning the status of women in 1986-1987.

My colleagues and I are therefore immensely pleased to join with the Minister responsible for the Status of Women in this process. In this respect, we ensure the women of Québec of our firm commitment to implement the measures announced.

Robert Bourassa

Gouvernement
du Québec

The Minister responsible
for the Status of Women

I am very happy to be able to present the Québec government's action plan in matters concerning the status of women for 1986-1987.

For the first time since the government took charge of the status of women issue, an action plan is being published and made available to the public in general and to women in particular. In doing this, the government wishes to provide those concerned with improving the status of women with a reference tool on government efforts as well as the aims and measures which will mark this year.

This promises to be a year of transition and consolidation and the 1986-1987 action plan indicates the government's desire to structure activities in matters concerning the status of women while preparing important modifications to legislation concerning women to the highest degree.

Inspired by the needs and expectations expressed by women during regional and provincial consultations and meetings, and in pursuit of government intervention in matters concerning the status of women, the 1986-1987 action plan is based mainly on improving women's economic situation. This involves interventions at four levels: the education and training of girls and women; the status of Québec women within the labor market, especially that of certain groups of women; the economic security of housewives; and finally, the availability of collective services.

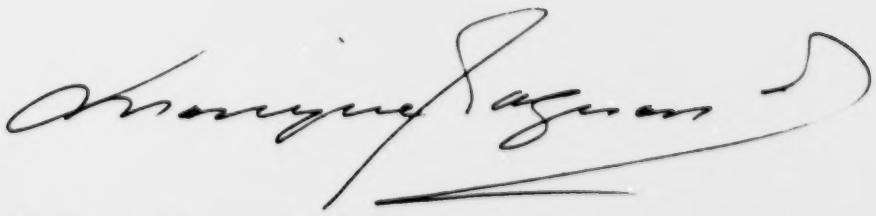
***In terms of educating and training girls and women**, the government will continue its development and support activities so as to provide intervening parties with teaching material that is free of sexism and whose content is adapted to the needs of the labor market and of women.*

***In terms of working conditions**, in its analysis of the report by the Commission Beaudry, the government will pay particular attention to the reality experienced by part-time women workers and the few fringe benefits they enjoy under current legislation. It will also evaluate the possibility of an increase in the minimum wage, a factor which is important for women since 70% of workers earning minimum wages are women. **With respect to certain groups of women**, namely, immigrant women, women entrepreneurs, women helping their husbands in a family enterprise and farm women, the government will implement measures to make it easier for them to practise a trade or profession and promote greater recognition of the unique characteristics specific to them.*

***With respect to housewives**, the government will present measures for increasing their economic security. **In terms of collective services**, the government's financial efforts will be maintained so as to provide women with the collective services they require in terms of child daycare, health, domestic and marital violence, leisure, access to credit, etc.*

In addition to its legislative, regulatory and service-providing responsibilities, the government is also an employer. To be complete, a government action plan in matters concerning the status of women must include policies and programs reflecting the employer's attitude towards his women employees. The final chapter of this plan therefore deals with these policies as well as equal opportunity and affirmative action programs in the public sector.

As Minister responsible for the Status of Women, my role is to ensure that the various elements of the government action plan are carried out. In fulfilling this task, I will nevertheless be assisted by a coordination committee of deputy ministers presided over by the General Secretary for the Status of Women and composed of all deputy ministers from the government departments affected by the plan. This involvement of the various departments' highest levels of management will facilitate the task of departmental directors and those responsible for the status of women, that is, the principal intervening parties in the implementation of the action plan's activities.



Monique Gagnon-Tremblay

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Chapter 1

Getting Women's Groups Involved in Consultation and Concertedness Mechanisms

The past decade has been full of achievements for and by women. In response to the demands of the milieu or as the result of government initiatives, Québec has, over the years, provided itself with various mechanisms aimed at ensuring the involvement of women's groups in the different phases of the government policy elaboration process.

Bringing groups of women and government decision-makers together in this way permitted adopting policies which increasingly respect the needs of a majority of women.

In its desire to continue in this vein, the Québec government intends to assign an official, permanent character to these relations of discussion, consultation and concertedness with groups of women.

The target objective has three components: ensuring women's groups of updated, continuous information on government activities; providing a privileged forum for discussion between these groups and the government to update current issues and deal with those that should be included in the government's agenda; and finally, guaranteeing all women's groups statutory representation in all government-milieu concertedness mechanisms developed over the course of the year.

Discussion and information mechanisms

Access to continuous, updated information is an indispensable tool for groups' activities. To date, this access has not been very systematic since the distribution of information has always depended on the good will of each public agency or a group's capacity to keep up with government-related current events.

To remedy this deficiency and to increase circulation of information on government actions in matters concerning the status of women,

— the government will create a bi-monthly liaison bulletin on developments related to the status of women file or concerning women;

— province-wide women's groups will be added to government departments' mailing lists;

— the Minister responsible for the Status of Women will hold systematic meetings with women's groups.

Consultation mechanisms

To date, no mechanism has been provided to ensure dialogue between women's groups and those responsible for governmental files affecting the status of women. The only intervention available to these groups was to meet with every Minister according to needs and current files. This means of action did not ensure any continuity and certainly did not make it easy to construct an overall analysis of the situation. In this respect:

— the government will organize an annual meeting between the Ministers involved with the status of women and province-wide women's groups. This meeting, which will be held in the Fall, will aim at examining follow-up to government actions as well as identifying the actions women's groups consider priorities for the coming fiscal year;

— women's groups will systematically be invited to present reports to various parliamentary commissions dealing with issues that have ramifications for them;

— women's groups will be invited to sit on ad hoc task forces dealing with issues related to women.

Concertedness mechanisms

— Ensure that representatives of women's groups are involved in every concertedness mechanism established by the government which makes provision for the presence of partners from the milieu.

Chapter 2

Improving Conditions for Educating and Training Girls and Women

A multitude of statistics — notably those showing women's longer lifespan compared to men and those dealing with the divorce rate — tend to confirm that most young women today must take charge of their own economic security. However, they remain inadequately prepared for this important task since, although the number of girls in the educational system is clearly increasing, their academic choices throughout all levels of the educational system have not changed. In a study published in 1984, the Conseil supérieur de l'Éducation noted that their courses of study continued to lead them to traditionally female trades and careers: options related to secretarial studies, health and education.[1] These fields are offering increasingly less employment possibilities particularly in the current context where a definite slowdown can be detected in the health and education sectors. Due to technological changes, profound transformations are making themselves felt in office jobs not surprisingly making these jobs obsolete and entailing staff cutbacks.

These are the realities with which older women must already deal with. Those working in fields with a high concentration of women workers are forced to retrain themselves to keep their job or redirect their career activities following the abolition or redefinition of their job. Those returning to work after a number of years spent at home are confronted with the need to "refresh" their initial training or, sometimes, to change along with technological innovations and choose to retrain themselves in a career or trade that has a future.

To maximize the opportunities of these two groups — young women being educated and trained and women belonging to the labor force or wishing to enter it — the approach developed must:

1) Promote realistic training of young women by making them aware of the new realities of the labor market, by encouraging them to diversify their career choices and opt for jobs with a future in the field of science and technology and by showing them examples of how women have succeeded in traditionally male trades and careers. The work of de-sexing school material, which is well under way, will also continue and materials will be produced for parents and those involved in the educational milieu to encourage their participation in eliminating sex-based stereotyping;

2) Offer adult women a wide range of training and retraining programs enabling them to return to the labor force and/or begin a career while taking into account their specific needs. For instance, flexible programs favoring alternating work and instruction periods; the possibility of attaining the indispensable pre-requisites for technological training; information on changes in the job market and on the most promising fields of employment; exploration (through fieldwork programs) of traditionally male fields of employment.

1) Conseil supérieur de l'Éducation, *The Status of Women in the Educational System: A Double Perspective,* May 1984.

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
DESEXING TEACHING MATERIAL AND ELIMINATING SEXIST TEACHING PRACTICES			
• at the elementary and secondary school level	**For those producing teaching material,** a guide on alternatives and solutions to sexism will be producted.	MEQ	November 1986
	For school staff and parents, a guide will be produced and an awareness campaign carried out on sexism in teaching material to encourage parents and teachers to be attentive to the equipment, literature, games and toys offered children;	MEQ	Winter 1987
	the appraisal and impact of the video and animation guide "Pareille, pas pareils" will be analyzed.	MEQ	Ongoing
	For MEQ decision-makers, research will be conducted on micro-computers and their interest among girls. Recommendations will be followed up on at the end of the interventions involving this group.	MEQ	March 1987
• at the college level	**For the teaching staff,** a survey will be conducted on teaching practices and sexism at the college level (Cegep Rosemont).	MESS	June 1987
	In addition to providing a description of sexist teaching practices and teachers' views of male/female relationships, this survey will assess teaching policies and existing instruments designed to counter sexism. The final report will present a draft policy and an awareness approach designed to oppose sexism in teaching practices at the college level.		

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
ORIENTING GIRLS TOWARDS NON-TRADITIONAL TRAINING SECTORS, ESPECIALLY THOSE RELATED TO SCIENCE AND TECHNOLOGY			
• factors restricting this orientation of girls	**For government intervening parties,** a study will be completed on the factors restricting the orientation of girls into non-traditional training programs. For this purpose, a questionnaire will be prepared and administered to young women and men in Secondary 3 and 5 and the 2nd year of Cegep (3 000 to 5 000 students). Following the final tabling, the recommendations will be studied and interventions will be implemented in the college network;	MEQ MESS MDCF	This study began in 1985 and will end in February 1987
	research will be conducted on the characteristics of Québec women who have opted for non-traditional jobs;	MEQ	November 1986
	a study will be distributed on the characteristics of female students enrolled in non-traditional training programs;	MEQ	Spring 1987
	female participation in the introduction to technology course will be evaluated and recommendations will follow.	MEQ	Ongoing
• the status of young women in higher education systems	**For intervening parties,** the problematics of young women's access to higher education and scientific studies will be elaborated including the following phases: analysis of the characteristics of these young women; study of the needs of women enrolled in colleges, universities and scientific bodies; analysis of restrictions and obstacles to change; summary of existing services and elaboration of avenues representing solutions.	MESS MDCF	June 1987

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
• heightening awareness of girls and intervening parties	**For girls and intervening parties in vocational programs,**		
	the appraisal and impact of the video and pamphlet "Explorons de nouveaux espaces" will be evaluated;	MEQ	Ongoing
	activities for increased awareness will be organized based on use of the document "Explorons de nouveaux espaces". This document is designed to provide information on non-traditional training, trades and professions as well as those with a future.	MESS	Under way
	For secondary school girls and school staff, a document which presents the biographies (stories of their lives) of approximately twenty women working in non-traditional sectors will be produced.	MEQ	May 1986
	For school staff (executives, non-teaching professionals science teachers and careers teachers), a typical professional development session aimed at helping them become accustomed to intervening with respect to the characteristics and needs of female students likely to choose non-traditional careers will be prepared.	MEQ	Production: June 1986 Implementation: Fall 1986
	For female adolescents, an introduction to computer science program accompanied by intervention tools will be designed by the Montréal Women's Centre under the program for disseminating scientific and technological culture.	MESS	Under way
	For all secondary school and college students, videos (6) will be produced to heighten their awareness of careers in high-tech fields: environment, electronics, biotechnology, etc.	MESS	Under say

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
	For female students and school intervening parties, a pamphlet will be produced on non-traditional trades and careers to promote women's access to higher education.	MESS	September 1986
	For female students, a video will be designed to demystify and promote access to higher education;	MESS	January 1987
	representatives from the Department will be present at specific shows such as the Salon Carrières et Professions and the Salon de la femme.	MESS	
	For secondary school staff, a guide will be produced for planning seminars with women holding non-traditional jobs and for organizing workshops for handling scientific and technical tools.	MEQ	Fall 1986
	For school staff and female students, a list of lecturers on non-traditional jobs will be finalized and will be distributed.	MEQ	November 1986
	For the colloquium "Femmes et mathématiques", the Department will make a contribution to the Organization of Women in Mathematics Education and to Cegep André-Laurendeau.	MESS	June 1986
	For women's groups, literature existing in the fields of science and technology will be reviewed and a teaching guide for animation and training sessions will be developed. The research carried out by Relais-Femmes will be used for this purpose.	MESS	

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
DEVELOPING ADAPTED UNIVERSITY TRAINING PROGRAMS	**For the training of nurses,** precise details will be given regarding future actions required for developing the nursing sciences continuum. This information will be obtained through meetings with the work environment, colleges and universities and the Ordre des infirmières et infirmiers du Québec.	MESS	June 1986
	For midwives, the Comité Sages-Femmes will work towards the recognition of the status of midwife and the preparation of a training program. The resulting activities will be: a pertinency study of the proposal; the definition of the role of midwife; definition of the type of training; possible locations for practice; and identification of proposed scenarios.	MESS	June 1987
	For women wishing to attend university, a summary of accessibility through short programs will be drawn up.		December 1986 (to be confirmed)
• "Fonds des services aux collectivités" program	**For intervention projects for social groups which traditionnally do not attend university,**		
	research will be conducted on the schooling of founding members of women's groups (UQAM);	MESS	June 1987
	research will begin on single parents, housing and the living environment of families in the Québec City region, Université Laval, GREMF (Groupe de Recherche et d'Échange Multidisciplinaires Féministes);	MESS	June 1987
	research will begin on the schooling of those running shelters and halfway houses for women who are victims of domestic violence (Université de Montréal);	MESS	June 1987

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
	research will be conducted on the promotion of men and women workers in the Eastern Townships (Université de Sherbrooke).	MESS	June 1987
• France-Québec cooperation in matters of higher education and research	**By French and Québec university researchers,** research will be initiated on new aspects of pregnancy at the end of the 20th century in Québec and France (Université de Montréal).	MESS	June 1989
• the Women's Studies Chair	**To support research on the status of women,** the federal government will collaborate to maintain the Women's Studies Chair established at Université Laval.	MESS	1986-1987
RECOGNIZING EXPERIENTIAL LEARNING	**For intervening parties within the network,** tools will be developed to evaluate experiential learning. This involves:	MESS	
	— implementing the portfolio in 15 colleges;		June 1987
	— preparing a standardized test for all colleges;		June 1987
	— developing basic documents and work instruments coupled with translating/adapting American documents and instruments;		Ongoing
	— continuing the work of the Comité d'orientation en reconnaissance des acquis;		Ongoing
	— preparing a guide of academic equivalencies;		(to be confirmed)
	— evaluating the relevance of the link between the technical assistance department and the Comité d'orientation en reconnaissance des acquis;		June 1987
	— giving a training workshop for those responsible for the recognition of experiential learning dossier in new colleges;		Ongoing

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
	— evaluating draft projects that are under way.		March 1987
	For women's groups, the guide "Point tournant" will be tested and implemented. This guide encourages women to obtain recognition for their experiential learning and to orient themselves towards a return to studies or a return to the labor force.	MEQ	Fall 1986
PROVIDING ACCESS TO ADAPTED RETRAINING PROGRAMS	**For former day-care staff,** the results of the evaluation chart on experiential education will be published.	OSGE MMSR	
• programs offered	**For women wishing to reorient their careers or to undergo professional development,** training and retraining programs adapted to their needs will be developed and funded.	MMSR MESS	Ongoing
	— *"Transition-Travail"* program: teaching material on non-traditional careers and the creation of businesses will be prepared. The goal of "Transition-Travail" is to facilitate the move from the home to the labor force and to promote: the exploration of employment sectors, knowledge concerning oneself, knowledge about the job market, learning of basic skills required in the labor market and becoming aware of the realities experienced by working women.	MESS	Under way
	— *"Accès à la formation professionnelle"* program: The following three phases will be offered: acquisition of a diploma of secondary studies preparing the holder for work or vocational training; bringing the candidate to the academic level where she can acquire the necessary prerequisites for scientific and technological instruction. This last phase involves the MESS elaborating a 105-hour experimental program.	MMSR MEQ MESS	Under way Under way

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
	— *"Formation en alternance dans les métiers non traditionnels"*: Especially for women wishing to return to the labor market, alternating work/instruction programs will be set up in trades traditionally reserved for men and also recognized as having a future.*	MMSR MESS MEQ	*
	— *"Accès aux carrières technologiques"* program: A functional program of 450 hours designed to facilitate women's access to technological careers through the exploration of technical training and so-called non-traditional jobs will be prepared.	MESS	September 1986
	— *"Outils d'intervention, femmes, sciences et technologie"* program: popularization tools will be prepared to arouse the interest of Québec women in scientific achievements and possibilities and financial support will be provided for various groups wishing to develop intervention tools and implement projects designed for women.	MESS	Under way
	— *"Femmes et réintégration au marché du travail"*: Under a pilot project in computer culture at the *"Puce communautaire Inc."* and in collaboration with Cegep Rosemont, a program will be set up for updating skills for integration at the Cegep level in electronics (basic course lasts 10 weeks). Under the supervision of the Commission de formation professionnelle (C.F.P.), training sessions in applied microcomputer technology will be given with the aim of reintegrating participants into the labor force (duration: 40 weeks).	MESS	Under way

* Québec-Canada négotiations aimed at having the federal government assume all costs are under way. Should such an agreement be reached, the program could be tested in January 1987.

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
• incentives to access	**For intervening parties and women,** a survey will be carried out of the training and retraining programs offered, the possibilities for financial assistance and the information centres available.	MESS	January 1987
	For girls and women, an action plan will be drawn up on the targets and means of intervention promoting equal access to vocational training;	MEQ	Winter 1987
	a statistical file will be set up on the presence of girls in the various vocational and career areas.	MEQ	Winter 1987
	For girls and women, a study will be carried out on the possibility of an incentive bursary program in non-traditional training sectors. This involves defining objectives, describing the various options, analyzing the advantages, disadvantages and restrictions and drawing up recommendations.	MESS	June 1987
	For girls who have opted for scientific and technological fields, a prize *"Sciences au féminin"* will be created by the Minister responsible for the Status of Women in collaboration with the Conseil de développement du loisir scientifique.	MDCF	Spring 1987

Chapter 3

Improving the Status of Québec Women on the Labor Market

Although they are promising and stimulating, the breakthroughs made by women in traditionally male professions — such as law, medicine and engineering — must not cause us to lose sight of the fact that a lot of ground remains to be covered before women can pride themselves on having attained genuine equality with their male counterparts in the job market. In fact, although the percentage of women in the labor force has almost doubled in less than thirty years (47.5 % in 1981, 25.1 % in 1951), this spectacular increase does not include the corollary of genuine diversification of the jobs women hold or an appreciable improvement in their remuneration or working conditions:

- women workers continue to be concentrated in a limited number of economic sectors. 75 % of them are employed in services: hospitals, schools, restaurants, retail sales, banking institutions. And, as a rule, in sectors of activity traditionally reserved for men, such as construction or transport, women are concentrated in office jobs;

- various factors such as the large number of women workers in low-productivity sectors, the academic choices of young women which tend to perpetuate professional segregation and the difficulty experienced by women in accumulating as much seniority as men in a work environment — due to periodic withdrawal from the labor market for family obligations — contribute to maintaining salary discrepancies between men and women. Excluding part-time work, on an average, women earn 64.5 % of the wages men earn; including part-time work, they earn 57.4 %.

- women are, in fact, present in large numbers in jobs marked by precarious salaries and working conditions. They represent two thirds of the workers paid at minimum wage, and three quarters of all part-time workers. Although women part-time workers represent only 10 % of manpower, this group accounts for 55 % of workers earning minimum wage;

- finally, women are under-represented in high level jobs, where policies are drawn up and where overall orientations are decided upon: investments, technological changes which will affect the volume and qualifications for jobs, hiring and employee training policies. Only 5 % of women are managers. This under-representation can affect women's specific needs being taken into account.

Government intervention in 1986-1987 will give priority to working conditions for part-time employees and the status of workers earning minimum wage. It will also aim at implementing concrete affirmative action measures in the public, parapublic and private sectors.

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
IMPROVING WORKING CONDITIONS			
• minimum wage	**For workers earning minimum wage,** the possibility of an increase in this minimum wage and its uniform application to all categories of workers will be evaluated.	MMSR	1986-1987
• part-time employment	**For part-time workers,** analysis and research will be carried out on the impact of providing them with certain fringe benefits normally granted fulll-time workers; and if necessary, talks will be undertaken with the federal government to extend eligibility for paid maternity leave.	MMSR	Fall 1986
AFFIRMATIVE ACTION PROGRAMS			
• regulation respecting affirmative action programs	**For recommended or imposed programs,** the report by the Commission parlementaire des Institutions on the draft regulation on affirmative action will be analyzed and a proposal for the adoption of a revised draft regulation will be drawn up.	MJQ	JUNE 1986
• affirmative action programs in the public sector (government departments and agencies)	**For public sector employees,** affirmative action programs will be implemented.	Conseil du trésor	Under way

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
• affirmative action programs in the municipalities	**For female municipal employees,**	MAM	November 1986
	data on women's jobs and representation in municipal affairs will be gathered and analyzed revealing misgiving (problems of availability, lack of interest, inadequate training) and their career motivation;		
	affirmative action programs (7) and equal opportunity programs (8) already existing in municipalities and agencies will be analyzed;	MAM	November 1986
	the first version of an affirmative action program which takes into account women's needs, job availability and the characteristics of the municipalities and paramunicipal agencies will be defined.		
	For elected representatives, executives and municipal employees,		
	nine (9) regional colloquia will be organized to bring together the principal parties involved in municipal affairs and members of the target group (1+8);	MAM	January 1987
	the municipalities and municipal agencies interested in participating in pilot experiments designed to develop intervention models in these milieus will be identified (9 to 18 municipalities and 2 municipal agencies).	MAM	January 1987
• affirmative action programs in the education system			
• at the elementary and secondary school level	**For staff,** a study diagnosing the status of school board staff will be completed.	MEQ (in collaboration with the CDP, CEQ and SCF)	March 1987

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
	For school boards, 36 school boards wishing to proceed to the diagnosis phase of an affirmative action program for women will be identified (6 school boards in 1986-1987);	MEQ	January 1987
	professional and financial support will be provided to those volunteering to draw up and implement a program.		As required
• at the college level	**For staff,** staff, availability and the job system will be analyzed;	MESS	Fall 1986
	programs heightening awareness of affirmative action programs will be given priority.		
	With respect to women taking on their share of management, and in conjunction with the network, a service for promoting and identifying women candidates for executive duties will be developed.	MESS	1986-1987
	For colleges, financial support will be offered to those adopting institutional policies on the status of women)10 colleges per year).	MESS	As required
• at the university level	**For intervening parties,** a three-year affirmative action awareness program will be elaborated.	MESS	1986-1987
	For staff, staff, availability and the job system will be analyzed;	MESS	
	affirmative action awareness programs will be given preference (3 years).		

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
• affirmative action programs in the Health and Social Services network	**For universities,** a coordinator will be assigned to set up and coordinate the development of affirmative action programs for all universities;	MESS	Summer 1986
	financial support will be given those adopting a program of affirmative action for women (4 universities per year).	MESS	Winter 1987
	For the person responsible for the MSSS status of women branch, this person will be involved in collective bargaining with regard to the provisions related to affirmative action programs in collective agreements affecting women working in the network.	MSSS	Spring 1986
	In the network's establishments, pilot projects will be implemented for those who have agreed to participate in the affirmative action program. The various categories of establishments and their distribution according to administrative region will be considered to ensure that the target group of women is represented, especially in the case of Native women.	MSSS	Winter 1987
	For employer associations, unions and establishments, activities will be organized to heighten awareness of the problematics of affirmative action programs.	MSSS	Fall 1986
	For intervening parties and employees of the network, a promotion campaign will be organized including regional information tours.	MSSS	Spring 1987
	For the establishments participating in affirmative action programs, financial support will be provided (8 subsidies/year to establishments of 50 or more employees, subject to certain conditions for carrying out the program).	MSSS	Winter 1987

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
• affirmative action programs in the private sector	**For business firms contracting with the government,** the recommandations of the interdepartmental committee on contractual obligations will be analyzed; its report will soon be tabled.	MJQ	June 1986
	the impact of adding a supplementary criterion of eligibility and selection in financial assistance programs for business firms will be studied.	MCQ	June 1986
	For intervening parties, the Comité consultatif sur l'accès à l'égalité pour les femmes will be set up. Its mandate will be to advise intervening parties on preferred means for implementing affirmative action programs for women in the private sector; to evaluate the effectiveness of pilot experiments, implemented under voluntary affirmative action programs for working women, notably those resulting from merging three French firms with three Québec firms; and to assess the effectiveness of the contractual obligation.	MDCF	Yearround
	For business firms wishing to carry out pilot experiments, technical support and financial assistance will be provided in the start-up of their affirmative action program.	MDCF	Ongoing
	For intervening parties and women, a communication campaign will be developed and implemented on the language used in affirmative action programs.	MDCF	Fall 1986
	For firms and other intervening parties, a project for a colloquiam on affirmative access programs will be elaborated in collaboration with the French and Québec "Hautes Études Commerciales" with a view to human resource management.	MDCF	August 1986

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
• financial support to victims of discrimination	**For persons wishing to assemble and defend a dossier** on affirmative action before the Commission des droits de la perrsonne, follow-up will be determined at the recommendation of the task force on the assistance fund.	MJQ	June 1986
• research	the impact of the new socioeconomic context (free trade, detaxation, deregulation, privatization) on women's jobs and income will be studied;	CSF	December 1986
	guaranteed minimum income will be studied as a solution for women: "Le revenu minimum garanti: une solution pour les femmes";	CSF	June 1986
	solutions to women's employment problems (arrangement of work time, etc.) will be analyzed;	CSF	June 1986
	a research document will be drawn up on the statistics used to evaluate salary discrepancies between men and women;	CSF	May 1986
	a document will be produced to summarize existing research on salary inequalities; recommendations will be drawn up to re-establish wage equity.	CSF	June 1987

Chapter 4

Improving the Status of Specific Groups

Over the past years, women have joined together to better define the problems of specific groups of workers and to identify the appropriate measures for ensuring better social and financial recognition of their members' contribution to Québec's development. These measures are:

- **Women from cultural communities:** 270 000 Québec women, or 8% of the female population, were born abroad. Particular difficulties contribute to slowing down their integration into Québec society, namely: improper knowledge of the "bread-winning language" (97 200 of these women aged 15 and over do not know French), and insufficient vocational training or training for which there is not always a strict equivalent in Québec. These women are found in traditionally female sectors of employment like their native Québec female counterparts, but they are concentrated even more so in certain low-paying sectors of the manufacturing industry such as clothing, textiles and hosiery as well as hotel and maid services. United within very active organizations, they especially want increased access to the tools facilitating their integration into the labor market (for instance, French courses) and improvements in conditions they encounter on the job market (modifications to the Act respecting labour standards).

- **Women entrepreneurs:** In 1975, 4 000 Québec firms belonged to women; in 1982, this figure skyrocketed to 10 000. This spectacular increase in female entrepreneurship — a 150% rise in less than 10 years — not only proves women's economic dynamism but also shows the possibility of their breaking through into fields that were believed to be reserved for men. However, dynamism may not be enough. Among the obstacles blocking the way of future women entrepreneurs, we often see isolation from traditionally male informal business networks, difficulties finding financing as the firm is tarting up and sceptism of family, friends and the business environment. In 1986-1987, given the results obtained to date, the Direction de l'entrepreneurship féminin of the ministère de l'Industrie et du Commerce concentrated its efforts mainly on supporting various intervening parties responsible for the dossier on women entrepreneurs. The principal axes of this collaboration are the promotion of female entrepreneurship, the dissemination of training tools designed for this group of women, and more knowledge regarding this group and its needs, through certain research studies.

- **Women helping their husbands in a family enterprise:** These women number 125 000 in Québec and we could easily assume that this number would continue to grow at the same rate as the marked growth of small and medium-sized firms. These women are their husband's assistant and thus contribute to the firm's smooth operation, in some cases, even its survival. The measures adopted to date by various levels of government, subsequent to pressure from the Association des femmes collaboratrices — measures such as recognition of the collaborating spouse's salary as an operating expense, or the modification of the Taxation Act to take the legal status of these women workers into account — only met one element of the needs expressed: that of genuine recognition of the contribution of women helping their husbands in a family enterprise. A committee composed of the government, the milieu and these women worked in 1985-1986 on defining the status of a "collaborating spouse" (report tabled in May 1986), and its recommendations will be studied attentively by all government departments involved.

- **Farm women:** Almost all agricultural undertakings throughout Québec benefit from the contribution of one or more women. They see to the production of foodstuffs, herd upkeep, supervision of permanent and seasonal staff, book-keeping, management and, in addition, look after their family's well-being. They ask that through various measures it be made easier for them to have access to ownership and recognition of their specific contribution to the world of agriculture. Government intervention in matters concerning this group is aimed at actually facilitating this access to ownership and also to better equip these women for developing their professional abilities and facilitating their grouping together so that they can continue to define themselves as preferred intervening parties involved in improving their professional status.

Immigrant Women

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
• affirmative action programs	**For immigrant women,** affirmative action programs for women and those for cultural communities will be linked to encourage the government to implement measures favoring these women.	MCCI	Ongoing
• basic education and vocational training	**For immigrant women,**		
	the current status of programs will be studied (standards of accessibility to programs of retraining, professional development, etc.); problems confronting these women will be identified; departmental orientations will be established and a schedule for carrying out these aims drawn up;	MCCI	October 1986 January 1987
	the department will continue to participate in the Comité d'orientation sur les programmes à développer pour les femmes, a committee established by the Metropolitan Montréal Commission de la formation professionnelle (C.F.P.) by emphasizing the phase of providing information to groups of immigrant women.	MCCI	Ongoing
• equivalency of diplomas and experiential learning	**For immigrant women,**		
	following the MEQ's agreement to the project submitted by the MCCI, a new system of equivalencies for diplomas will be set up; it will take into account both course content and the level of studies attained;	MCCI MEQ	Following agreement of MEQ
	efforts under way will be continued in matters concerning the project developed by the MCCI on experiential learning, which was submitted to specialists of the Education network.	MCCI MEQ	Ongoing
• learning French	**For immigrant women,**		
	the federal government was asked to broaden and.or modify in practice the criterion stating that students in fieldwork settings have to be directing themselves towards the labor market to be admitted to the COFI (guidance and training centre for immigrants) full-time French course;	MCCI	April 1986

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
	the federal government was asked to reconsider its criteria for training allocations for "sponsorees" (non-refugees);	MCCI	April 1986
	the part-time French course file will be reviewed in function of the needs of women with neither French nor English as a mother tongue residing in Québec so as to better inform them of the services available to them;	MCCI	December 1986
	measures will be taken to structure an approach which permits offering day-care services to women with preschool-aged children who wish to sign up for part-time French courses.	MCCI	Ongoing
• reference system for illiterates	**For illiterate women detected in COFI,** the results of the pilot project set up in 1985-1986 for students with learning difficulties due to the fact that they are illiterate in their own language and/or for our alphabet will be assessed so as to revive the experiment and possibly extend it.	MCCI	Summer 1986
• information	**For immigrant women,** a pamphlet will be prepared and disseminated in several languages to explain the different possibilities open to them with regards to learning French and the accompanying support services. The collaboration of women's groups will be solicited for the distribution of this brochure.	MCCI	December 1986
	For immigrant women in the work environment, access to adequate information will be ensured concerning the Act respecting labour standards, the Act respecting industrial health and safety and on the Charter of Human Rights and Freedoms.	MCCI	Ongoing

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
• awareness of the unique character of immigrant women	**For intervening parties and the public in general,**		
	within the annual programming of major television stations and various radio stations, programs that could deal with women or immigration and cultural communities will be identified. Measures will be undertaken with those responsible to extend this programming to take immigrant women into account;	MCCI	Ongoing
	links with the press will be increased, especially with women's magazines to encourage them to talk about immigrant women;	MCCI	Ongoing
	using the 1986 census statistics, data on the study of immigrant women and their integration into the Québec labor market will be updated.	MCCI	Ongoing
	For government and union intervening parties, a file will be completed on working conditions of maids and workers in manufacturing industries; the collaboration of the Conseil du statut de la femme will be solicited in this respect;	MCCI CSF	December 1986
	measures will be taken to make these groups aware of these realities and to identify solutions.	MCCI CNT CSST	Winter 1987
• financial and technical assistance	**For immigrant women,** wishing to group together and/or integrate themselves into other community groups, the Department will ensure that they receive financial assistance.	MCCI	Ongoing

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
	When specific women's groups do not exist in the community, it will evaluate the relevance of asking community agencies, which are not designed only for women to ensure that a proportional share of services offered deals with the social and community needs of the women of this community.	MCCI	Ongoing
• discussions between immigrant women's groups and organized groups of native-born Québec women	**For immigrant women's groups,**		
	two advisory working bodies on the status of immigrant women chaired by the MCCI will help to identify the criteria that should rule over the participation of certain groups of immigrant women in annual advisory meetings between the CSF Chairwoman and the Minister responsible for the Status of Women and the measures necessary will be implemented;	MCCI MDCF CSF	June 1986
	the Conseil du statut de la femme will be asked to organize, with the MCCI's collaboration, an awareness campaign for women's groups and associations concerned with socioeconomic problems so that they take the problems of immigrant women into account and see that they are represented within these groups.	MCCI CSF	

Women Entrepreneurs

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
• having the milieu take charge of the issue	**For intervening parties** responsible for this dossier and with their cooperation, the Université du Québec à Hull will carry out, with funding from the Department, a study on the evolution of businesses owned and run by Québec women (five-year study with annual progress reports);	MIC	1986-1990
	versions "for the general public" of studies on regional profiles of business women.	MIC	June 1986
	For agencies promoting female entrepreneurship, financial and/or technical support will be offered.	MIC	Ongoing
• knowing the clientele	**For intervening parties and women,** a study will be conducted by Université Laval with funding from the Department, on views on women taking over management in cases of business firm successions. This study will be carried out on women owning and managing business firms.	MIC	September 1986
• training	**For agencies giving workshhops to women on starting up businesses,** the Department's support will be maintained. This involves providing material for participants, training workshop leaders and evaluating the satisfaction of women attending the workshops.	MIC	Ongoing
	For men, the material developed for business women will be available.	MIC	Ongoing
	For women entrepreneurs, two workshops will be given in collaboration with business agencies: financing negotiations and career/family time management.	MIC	Fall 1986 March 1987
• awareness of government services	**For girls and women opting for entrepreneurship,** a brochure will be published on the "Bourse d'affaires" (Assistance for young graduates starting in business) program;	MIC	Ongoing
	the government services meeting their needs will be publicized.	MIC	Ongoing

Women Helping Their Husbands in a Family Enterprise

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
WOMEN HELPING THEIR HUSBANDS IN A FAMILY ENTERPRISE	**For women helping their husbands,** the recommendations of the "Femmes collaboratrices" committee for recognition of their work will be followed up.	MDCF MJQ MFQ	Fall 1986

Farm Women

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
• Support for farm women grouping together	**For intervening parties and farm women,**		
	professional and technical assistance will be provided to the *"structure"* task force implemented by the Comité provincial provisoire des femmes en agriculture and aimed at grouping farm women together;	MAPAQ	Ongoing
	research will be done on the legislative aspects, on women's participation in dairy production and on farm women (statistics);	MAPAQ	December 1986
	two animation kits will be created for the regional committees (guide for a meeting);	MAPAQ	
	data and documents (written and visual) will be distributed to regional coordinators;	MAPAQ	Ongoing
	consultation sessions will be offered to regional committees and to the Comité provincial provisoire des femmes en agriculture;	MAPAQ	Ongoing
	two training sessions will be offered to 90 regional leaders;	MAPAQ	August 1986 Fall 1986
	financial assistance will be offered to the Comité provincial provisoire des femmes en agriculture.	MAPAQ	1986-1987
• distribution of information	**For farm women,**	MAPAQ	September 1986
	with the view of providing access to information, a guide will be produced to group together all fiscal, legal, economic and relational information related to a woman establishing herself in farming;		
	information sessions will be set up;	MAPAQ	Ongoing

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
	the office of the person responsible for the status of women will participate in shows, agricultural exhibitions, outdoor days, etc.	MAPAQ	Ongoing
• access to ownership	**For farm women,** in order to promote access to ownership,	MAPAQ	June 1986
	the establishment premium will be maintained and indexed, rising from $8 000 to $15 000;		
	the discriminatory clause of this establishment premium which puts married couples at a disadvantage will be abolished;	MAPAQ	June 1986
	information on these changes will be distributed to consultants for agricultural enterprises;	MAPAQ	Ongoing
	other measures will be specified after the tabling of the report of the *"Accès à la propriété"* committee.	MAPAQ	Summer 1986
• training of farm women	**For women farmers,** and with the view of providing access to training	MAPAQ	Summer 1986
	a Comité de formation (Training Committee) will be created and a policy will be determined with the Comité provincial provisoire des femmes en agriculture;		
	the training program *"Femmes en agriculture"* (farm women) will be promoted;	MAPAQ	September 1986
	access of more farm women to professional agricultural training will be encouraged, notably for the courses developed at the Institut de technologie agricole at Saint-Hyacinthe;	MMSR MEQ MESS MAPAQ	Fall 1986
	research on the training needs of women wishing to take over farms will be subsidized	MAPAQ	Summer 1987

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
• integration of the problematics of farm women into departmental actions	**For intervening parties,**		
	the *"status of women"* dossier will be created in the MAPAQ's local and regional offices;	MAPAQ	Ongoing
	the office of the person responsible for the status of women will visit all regional offices;	MAPAQ	Ongoing
	information pertinent to farm women will be distributed.	MAPAQ	Ongoing

Chapter 5

Increasing the Economic Security of Housewives

Some 800 000 Québec women, half of which are aged over 45 years, are full-time housewives. They represent 50% of all women aged 15 and over.

Devoting themselves to this task entails considerable consequences for the level of economic security and protection they enjoy. Since for part or all of their lives they receive only the family allowance cheque, it is their spouse's income that constitutes the basis of their economic security. This security is very fleeting given the increase in divorce rates. The existence of those women who are not, or no longer, married depends on alimony payments or transfer income such as social aid, surviving spouse's benefits, old-age pension, etc.

For some years now, the priority accorded by women's groups to greater economic security for women, reinforced by research results on the large number of poor women, particularly in old age, has led women to increasingly preoccupy themselves with the economic consequences of housework going unrecognized. Women's groups demanded measures to decrease the state of dependency and poverty of these workers. In 1986-1987, the report by the Comité sur le partage de la richesse familiale et la reconnaissance du travail au foyer permitted isolating avenues for intervention. Moreover, concrete actions will be taken to correct the precarious situation of elderly women.

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
• mechanisms promoting recognition	**Government intervening parties** will analyze the report by the Comité sur le partage de la richesse familiale et la reconnaissance du travail au foyer.	MDCF MJQ MFQ MMSR	Fall 1986
• income security at retirement	**For housewives,** the different scenarios concerning the form their participation in the Québec pension plan could take will be analyzed;	MMSR RRQ	Fall 1986
	the necessary consultations will be undertaken and, if need be, a parliamentary commission will be set up.		Spring 1987
• family heritage	**For families,** a Bill will be tabled introducing the concept of a *"réserve héréditaire"* (undisposable estate) in the portion of the Civil Code dealing with successions.	MJQ	June 1986
• research	**For husbands,** their legal advantages and responsibilities will be summarized and, if necessary, recommendations will be made.	CSF	Winter 1987

Chapter 6

Improving Collective Services

The various changes that have occurred in Québec society over the past years have entailed implementing community services that were hitherto inexistant or operated privately by individuals.

Day-care services

The increased presence of mothers of children under 6 years in the job market coupled with their tendency to continue working have given rise to a growing need for day-care services. Despite considerable government funding, these two phenomena have prevented reducing the gap between needs and services offered.

In 1986, it was estimated that 300 000 children under the age of 6 needed daily day-care. To meet this need, there were 32 000 places in day-care centres and 3 000 places in home day-care agencies. Moreover, for the 250 000 children aged 6 to 12 requiring day-care at noon and after school, some 19 000 benefitted from this service in the school environment.

Thus, much remains to be done to provide Québec with a well-adapted, diversified day-care network. From this point of view, the government must not only pursue development to make new places available but it must also ensure the consolidation of those already existing while ensuring that the services offered are of a high quality and are financially and geographically accessible.

Health services

The problem women encounter in terms of health services is not one of access since according to statistics, they are the primary beneficiaries. However, the adequacy of the medical response to their needs is a problem.

Since the end of the 1970s, women's groups have been particularly active on issues of physical and mental health and in matters concerning the humanization of childbirth services. Several widespread meetings were also held: the series of colloquia on the humanization of childbirth services, and on sexism in mental health treatment.

These actions promoted awareness and new forms of intervention by all intervening parties and led the ministère de la Santé et des Services sociaux to take these new methods into account.

Services for victims of violence

The refusal to recognize the existence of sexual assault and marital and domestic violence limited interventions regarding these problems for a long time.

Once again, the actions of women's groups, as well as the implementation of community resources and measures to make people aware of the issues and provide information on it, including regional colloquia on violence, contributed to lifting the curtain from the forms of violence inflicted upon women.

In recent years, the government has paid particular attention to these issues, which now fall under the intervention priorities of two departments. The actions of the ministère de la Santé et des Services sociaux are aimed at improving services and resources for battered women and changing attitudes and mentalities related to these realities. Similarly, the ministère de la Justice, with its policy of intervention in matters of marital violence announced in March 1986, will permit humanizing the process of police intervention and providing more continued support and attention to victims and offenders.

Services in the prison environment

The situation of women in prison has seldom been raised as a distinct problem from those already known concerning the prison environment. The ministère du Solliciteur général is currently examining this issue in an attempt to identify the details specific to women in prison.

Two areas of intervention will retain its attention throughout the year, namely, the living conditions at the Centre de détention Tanguay and an analysis of alternatives to imprisonment.

Leisure services

Various studies have shown that women participate less and differently in leisure activities. Certain statements concerning their health also indicated that they have some catching up to do in terms of physical activity and sports.

For several years now, the ministère du Loisir, de la Chasse et de la Pêche has taken measures not only to ensure women of equal access to existing leisure and sports activities but also to get a better idea of the needs and physical and financial restrictions experienced by women.

Access to credit

Credit, provided by a multitude of loans institutions, is in the process of profoundly changing our consumption practives. From 1979 to 1984, the Canadian consumer credit market rose from $38 to $59 billion and credit cards are today commonly used in a wide range of daily transactions. Not having access to the ease of credit in such a context could equal economic marginalization.

In the early 1970s, women's groups in Canada and the United States denounced certain practices by money-lending institutions likely to result in such marginalization for some women (eg. refusal to grant a credit card to a married woman without her husband's signature even if the women held a paying job).

These pressures contributed to the adoption of measures to correct this situation initiated by governments and the credit environment alike: review of credit policies, general provisions of the Québec and Canadian human rights charters which prohibit discrimination in the provision of goods and services, information given women by certain agencies (eg. management courses for women given by the YWCA).

The remaining dissatisfaction is increasingly due to the delay in the change of mentalities on the adjustment of policies concerning attitudes and practices that may be described as discriminatory. This delay must be made good by information and awareness measures designed for adult women, young women and the staff of money-lending institutions.

Collection of alimony payments

In 1977, the ministère des Affaires sociales and the ministère de la Justice entrusted a task force with the mandate of drawing up a policy of intervention on the issue of alimony payments. A study conducted at this time showed that 60% of those who were alloted alimony payments by a court did not receive the amount to which they were entitled. The group therefore proposed setting up mechanisms to encourage the payment of alimony ordered by the Courts in rulings concerning separation or divorce.

In 1981, the ministère de la Justice implemented a Service de perception des pensions alimentaires (Alimony Collection Department); service points were established in fifty-five (55) locations throughout Québec. Problems have come up over the past two years notably in matters of undue delays.

Day-Care Services

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
CONSOLIDATING AND DEVELOPING DAY-CARE	**For new places in day-care centres and in home day-care agencies,**		
	the budget of the Office des services de garde was increased by 14% from $71.2 million to $81.7 million. Through this increase, 3 468 new places could be created in day-care centres and in home day-care agencies;	MDCF OSGE	April 1986
	the amount of the subsidy for implementing non-profit day-care centres will be substantially increased.	MDCF OSGE	April 1986
	For parents,		
	financial assistance will be increased from $10 to $10.50/day and the exemption scale will be indexed at $500 to enable more parents access to it;	MDCF SSGE	October 1986
	the child-care expense deduction will be increased. It will total a maximum of $3 150 for a child under 6 and $1 755 for a child of 6 to 11 years;	MFQ	1986 taxation year
	For those using school day-care services, the Department's financial contribution will be maintained. As a result, approximately 20 000 places can be counted on.	MEQ	Ongoing
	the financial and other impacts will be evaluated to render compulsory, at the parents' request, the implementation of day-care services in the schools.	MEQ OSGE	June 1986
	For parents and children in the farm environment,		
	the first phase of the experimental project of providing day-care services in the farm environment supervised by the Watton day-care and home day-care agency will be evaluated;	OSGE	May-June 1986
	a document on the experience of Agrigarde Watton will be published and distributed.	MAPAQ OSGE	October 1986

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
	the report on the Department's survey on day-care requirements in the farm environment will be distributed;	MAPAQ	May-June 1986
	five articles will be published on day-care services in the farm environment in the magazine *"Terre de chez nous"*;	MAPAQ	June 1986
	For parents and COFI fieldworkers, the situation prevailing since 1985 will be maintained. This means that all fieldworkers, male or female, enrolled in COFI, with school-aged children requiring day-care services, could count on allocations for this purpose.	MCCI	Ongoing
	For immigrant women enrolled in part-time French courses, measures will continue for structuring an approach offering them stopover centre services.	MCCI	Ongoing
	For stopover centres and nursery schools, these services will be inventoried, their requirements in terms of technical and professional support identified and specific tools created.	OSGE	Fall 1986
	For handicapped children, the OSGE's technical and professional support will be increased with respect to the integration of these children by assigning a job to this dossier.	OSGE	Ongoing
	For the municipalities and day-care services, the Department's financial assistance program to assist non-profit day-care centres to relocate will be revived.	MAM OSGE	Ongoing
A DAY-CARE SERVICES POLICY	**In order to provide Québec with a day-care services policy,** the aims and means of financing day-care services will be reviewed and, if applicable, federal-provincial cost sharing will be renegotiated.	MDCF OSGE Conseil du trésor	Winter 1987

Health Services

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
PROVIDING INTERVENING PARTIES WITH TOOLS			
• mental health	**For those intervening in matters of mental health,**		
	the literature on sexism in mental health practices will be reviewed (Comité de santé mentale du Québec);	MSSS	Spring 1986
	four-day training sessions will be given in all regions of Québec to those working in the province's CHs, CSSs and CLSCs. These sessions will be aimed at helping intervening parties develop a woman-oriented approach and provide themselves with working tools.	MSSS	December 1986
• sexuality and family planning	**For intervening parties in sexuality and family planning,** a training colloquium was held in early May to update the issue and the developments increasing our knowledge in the field. Workshops (28) will deal with contraception, abortion, pregnancy, sexually transmitted diseases, fertility research, etc. This activity also aimed at updating sexuality-family planning services in the regions;	MSSS	May 1986
	two-day training sessions will be organized on a women's approach to menopause and outlooks, attitudes and practices concerning menopause will be critically examined;	MSSS	Winter 1986
	an interdepartmental committee on new reproductive technologies will be formed;	MSSS	Summer 1986
	For women, a video will be produced to make them aware of new reproductive technologies and the resulting advantages and disadvantages. Research by the CSF committee of experts on the subject will be disseminated.	CSF	Fall 1986
	For those concerned, research will be carried out on the use of infertility services.	CSF	September 1986

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
	research will be carried out on the detection and treatment of sexually transmitted diseases (STDs).	MSSS	Fall 1986
	For physicians, and in collaboration with the Fédération des omnipraticiens and its continuing education department, a short training session will be provided on the effects of DES (diethyl-stilbestrol) and their diagnosis.	MSSS	Fall 1986
	For nurses and the public, in collaboration with Action DES Québec, information and awareness documents on DES will be produced and distributed (pamphlets, brochures, slide shows, videos).	MSSS	Fall 1986
• perinatal care	**For recipients**, the perinatal care policy will be finalized using task force works on questions raised during a first consultation (perinatal morbidity-mortality, new reproductive technologies, midwives, etc).	MSSS	Spring 1987
	For intervening parties,		
	information sessions on prenatal issues will be organized for the general public and assistance provided to parents in case of a child born handicapped or a still-birth;	MSSS	Fall 1986 Spring 1987
	in the *"Santé et Société"* journal, the results of a survey on changes in obstetrical practices in hospital centres will be published.	MSSS	Summer 1986
	For recipients, the brochure *"Maman, Papa et la loi"* will be updated and distributed in collaboration with the Conseil du statut de la femme.		Fall 1986
	For women's groups, interested in the subject of perinatal care, departmental support will be maintained.	MSSS	Ongoing

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
• status of women in the MSSS's everyday activities	**For the Department's staff**, the following projects will be initiated:		
	organizing March 8, 1987; making availale a bank of names of women consultants; producing an action guide for the department in matters concerning the status of women with the following phases: theoretical chart, status of women, health and social services; elaborating training programs integrating the problematics of the status of women issue; and leading the coordination committee.	MSSS	Winter 1987
• immigrant women and health services and social services	**For immigrant women**, in concertation with the CRSSSs involved, a dossier will be prepared to update the ground covered since the MSSS sent around a circular in August 1982 which stated the need for developing a policy for cultural communities.	MCCI	
• research	research will be undertaken on the status of: diseases that must be declared; detection; accessibility of tests; links between sterility and STDs;	CSF	December 1986
	various pamphlets will be produced and published on tobacco poisoning; food; sexually transmitted diseases (STDs); natural methods of contraception; women and their doctors; use of medication;	CSF	Spring 1987
	legislative proposals will be analysed concerning: removing the anonymity of sperm and ovocyte donors; artificial insemination; test-tube fertilization;	CSF	Spring 1987
	research will be carried out on the effect of prenatal diagnosis and selective abortion on women.	CSF	March 1987

Services for Victims of Violence

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
DOMESTIC AND MARITAL VIOLENCE	**For substitutes for the Procureur général**, training sessions will be organized on implementing the policy of intervening in marital violence.	MJQ	Fall 1986
	For policy officers and probation officers, training sessions will be organized on implementing the policy.	Solliciteur général	Fall 1986
	For the general public, information will be distributed on the policy and how it will be applied.	MJQ Solliciteur général	January 1987
	For violent husbands, detection, reference and treatment services will be offered. A joint Health and Social Service/Justice committee will be formed for this purpose. This committee will select pilot regions for the rehabilitation program for violent husbands and will also train staff and set up reference mechanisms.	MJQ MSSS	January 1987
	For violent and battered spouses working for the ministère de l'Environnement, an employee assistance program will be implemented and a reference agent assigned to it.	MENVIQ	January 1987
	For intervening parties of the sociosanitary network, a training program will be completed. Phase I will be completed on September 26; Phase II will begin in November 1986 and will enable the 25 women training-staff members to train their 195 colleagues working in psychosocial intervention.	MSSS	Fall 1986 Spring 1987
	For emergency room nurses in hospital centres, a training program will be prepared and offered in collaboration with the Ordre des infirmières et infirmiers du Québec.	MSSS	Spring 1987

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
SEXUAL ASSAULT	**For victims of sexual assault and/or for intervening parties,**		
	a medico-legal kit and guide for people dealing with victims of sexual assault will be updated and tested;	MSSS MJQ CSF	Fall 1986
	the various types of intervention implemented by the community will be evaluated;	MSSS	Summer/ Fall 1986
	training activities will be organized.	MSSS	Winter 1987
	For the general public, the brochure on sexual assault entitled *"L'Assaut sexuel"* and published by Presses de la Santé will be updated.	MSSS	Fall 1987
FINANCIAL SUPPORT FOR WOMEN IN NEED	**For victims of criminal acts**, the current mechanisms of the Crime Victims Compensation Act will be analyzed, and, if need be, the criminal acts entitling the victim to compensations will be reviewed as well as the compensation procedure.	MJQ	Spring 1987
	For agencies working with women in need, a budget of $7 078 387 (indexation of 1.3 %) has been granted.	MSSS	Ongoing
RESEARCH	the phenomenon of violence in video-clips will be analyzed.	CSF	Fall 1986
	the status of prevention of sexual abuse of minors will be summarized.	CSF	June 1986

Services in the Prison Environment

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
LIVING CONDITIONS AT THE CENTRE DE DETENTION DE TANGUAY	**For the women of the centre**, the centre in collaboration with the Commission des droits de la personne will develop an action plan with a deadline based on the recommendations of an internal committee responsible for studying living conditions at the centre;	Solliciteur général CDP	June 1986
	a follow-up mechanism will be established for carrying out corrective action.	Solliciteur général	
ALTERNATIVES TO IMPRISONMENT	**For women in prison**, the Comité sur les alternatives à l'emprisonnement will analyze the situation of the women held in the detention centre; specific recommendations will be tabled concerning these women.	Solliciteur général	
SUPPORT FOR PREVENTIVE RESEARCH	**For agencies involved in the field and for the benefit of women in prison**, a subsidy will be granted for an information and awareness program concerning the problems of drug addiction among those detained at the Tanguay centre.	Solliciteur général	Fall 1986

Leisure Services

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
PHYSICAL ACTIVITY AND SPORTS	**Intervening parties**, will be asked to:		
	pay particular attention to inactive women, notably pregnant and elderly ones, in the Kino-Québec program;	MLCP	Ongoing
	encourage young men and women equally to take up and practice sports, notably through the work of the Comité de développement sportif;	MLCP	Ongoing
	encourage increased participation of women athletes within the context of implementing the policy of excellence;	MLCP	Ongoing
	promote increased participation of women in large-scale sports shows and events, especially Québec's marathons and the Jeux du Québec;	MLCP	Ongoing
	encourage women to participate in international sports events.	MLCP	Ongoing
TOURISM AND OPEN AIR ACTIVITIES	**For women and families**, the development of lodging formulas adapted to their needs, such as family vacation centres and family camps, will be promoted. Financial assistance will be granted to the Mouvement québécois de camps familiaux.	MLCP	Ongoing
ACCESSIBILITY OF LEISURE FACILITIES AT THE LOCAL LEVEL	**For the municipalities**, the development of stopover centres will be made easier through a subsidy under the Programme d'aide aux équipements de loisir.	MLCP	As required
	For women, the municipalities will be encouraged to offer women adequate services notably in the form of guides to municipal services for consultation by citizens with leisure time.	MLCP	Ongoing
	For community organizations, in large urban centres, notably the YWCAs reaching most women and girls, will be granted financial assistance.	MLCP	As required

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
AWARENESS OF WOMEN'S ASPIRATIONS AND CONSTRAINTS	**For housewives and working women**, the Department's intervention elements and those of its partners will be identified using:	MLCP	
	• a survey conducted on factors affecting the choice and method of practising leisure time activities;		1986-1987
	• a study on recreational services currently offered to women with leisure time;		1986-1987
	• an analysis of how adequate the services offered are compared to women's needs and expectations with regards to leisure time.		1987-1988
INVOLVING WOMEN IN LEISURE ACTIVITIES	**In terms of province-wide, regional and municipal agencies**, promotion women's participation and involvement in leisure activities will be included under the Department's institutional communications program.	MLCP	Ongoing

Access to Credit

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
INFORMATION AND AWARENESS	**For women**, basic information will be drawn up to better inform them about the world of credit (operation, basic requirements, etc.) and to enable them to build up their own credit portfolio. This information will be prepared by the Secrétariat à la condition féminine in collaboration with the areas concerned and will be distributed throughout the various regional women's networks.	MDCF SCF	Fall 1986
	For young girls, the integration of elements providing increased awareness regarding access to credit will be included in courses currently offered in the MEQ network (eg. home economics courses at the Secondary V level) in order to accelerate changes in attitudes towards money;	MDCF MEQ	Fall 1986
	awareness activities will be organized in the schools. These activities will be organized in collaboration with other Québec government agencies and departments as well as with agencies from the credit environment.	MDCF SCF MEQ	Winter 1987
	For those involved in the credit environment, a document will be prepared on the attitudes that may be considered sexist or discriminatory in matters concerning credit;	MDCF SCF	Winter 1987
	resource persons will be made available to women's organizations and credit agencies upon request to make staff aware of this phenomenon.	MDCF SCF	As required
A CODE OF ETHICS	**For members of the Canadian Credit Grantors Association**, a code of ethics will be prepared and distributed regarding credit equality for women. Collaborating will be the Secrétariat à la condition féminine, the Association and interested women's groups.	MDCF SCF	Winter 1987

Alimony services

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
COLLECTING ALIMONY PAYMENTS	**Women who have utilized the service for assistance in collecting alimony payments**, will be asked to complete a survey to evaluate the effectiveness of this service.	MJQ	June 1986
	At the ministère de la Justice, the results of the survey will be compiled and follow-up assessed.	MJQ	September 1986

Services for Native Women

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
SUPPORTING ASSOCIATION	**For the Association des femmes autochtones du Québec**, the office operating expenses will be paid.	SAGMAI	1986-1987
HELPING BATTERED WOMEN	**For Native women experiencing difficulty in the Sept-Îles-Côte-Nord region**, a subsidy will be granted to the shelter *"Le coin des femmes"*. This subsidy will enable the shelter to offer services to battered women.	SAGMAI	1986-1987

International Cooperation

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
FRANCO-QUEBEC COOPERATION	**For women specialists**, in the fields of agriculture, firm management, and education, missions will be carried out in France under the Franco-Québec agreement in matters concerning the status of women.	MDCF MRI SCF	Ongoing
PARTICIPATING IN INTERNATIONAL ACTIVITIES	**For Québec women**, who participate in research, development, production and distribution activities, financial and/or technical support will be provided;	MRI	Ongoing
	to encourage more women to participate in training sessions in developing countries, close relations will be maintained with various agencies (Société de développement international Desjardins, Comité québécois femmes et développement, Association québécoise des organismes de coopération internationale, Institut international de la communication, FAO, etc.).	MRI	Ongoing

Other Collective Services

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
ASSISTING ARTISTIC AND CREATIVE WOMEN	**For artistic and creative women**, in an attempt to better define their specific needs, a questionnaire will be prepared and administered to the departments of the ministère des Affaires culturelles. The results of this consultation will permit determining priorities for intervention.	MAC	
WORKS AND WOMEN	**For the female population**, the ministère des Communications will highlight the appearance and media advertising of works for women in order to promote these works.	MCQ	Ongoing
RESEARCH ON WOMEN IN NON-URBANIZED AREAS	**For the Laurentides-Lanaudière region**, a monograph will be prepared drawing a socioeconomic portrait of the women of this region.	CSF	Fall 1986

Chapter 7

The State as an Employer

Like most women in the labor market, a good number of those employed in the Civil Service are found mainly in sectors of activity or groups of jobs which are traditionally reserved for women.

The government was well aware of this situation and felt that the incentive approach of the past had not given sufficiently convincing results. In May 1985, it therefore decided to adopt a more conclusive approach to matters concerning affirmative action. This approach was reaffirmed in June 1985 with the coming into force of the sections belonging to Part III of the Charter of Human Rights and Freedoms on affirmative action programs. One of these programs, specific to the government, stipulates that it "must require its departments and agencies to implement affirmative action programs within such time as it may fix".

The goal of government intervention is to allow women to become more numerous in job categories where they are underrepresented. This is one objective the government intends to pursue this year despite the difficult context of cutbacks in regular and casual staff.

In 1986-1987, the government will devote its efforts to developing its affirmative action program for women. This will involve: reevaluating goals established in November 1985 in light of an analysis of staff, observation of staff movements and the coming into effect of Part III of the Charter; and determining measures and a timetable ensuring the achievement of these revised objectives.

Parallel to these activities, actions begun five years ago will continue, be assessed and, if necessary, be readjusted.

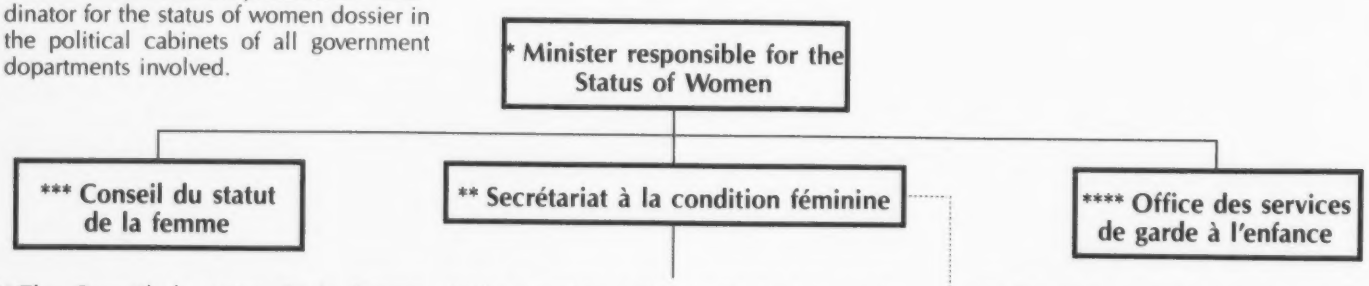
AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
• consolidating the administrative framework	Within the context of revising all human resources management policies and practices highlight the involvement of deputy ministers and agency directors and facilitate evaluation of the results, affirmative action will continue to be pursued in all policies and directives governing personnel management.	Conseil du trésor	Ongoing
• increasing the number of women and other target groups in all job categories	For women employees, the following activities will be continued: • Communication of goals and activities to all staff members; • Study leave with or without pay; • Program of women taking up management positions; • Assignment to higher level jobs temporarily or provisionally; • Changes to the work schedule; • Use of opportunities offered by grouping together by level to favor the appointment of women to regular jobs; • Career counselling; • Indication to managers of their duty to develop and use their staff's potential to the maximum; • Presence of women on selection committees; • Follow-up of activities carried out and results achieved.	Conseil du trésor ORH Departments Agencies	Ongoing
• elaborating specific goals concerning affirmative action for women	specific activities will be carried out to obtain information about staff. A census is currently under way to gather more accurate data. Other studies are being carried out to define the availability of female labor internally and externally;	Conseil du trésor ORH	Under way
	realistic objectives will then be defined for each job category in order to increase the presence of women, while taking into account factors such as the decrease in hiring and the attrition rate;	Conseil du trésor	Under way

AXES OF INTERVENTION	ACTIVITIES/MEASURES	DEPARTMENT	DEADLINE
	the intervening parties involved, namely the members of the equal employment opportunity for women committee, will be consulted on these goals;	Conseil du trésor	Summer 1986
	subsequently, specific, necessary measures concerning equal opportunity, correction or support will be identified.	Departments Agencies Conseil du trésor	Fall 1986 Winter 1987
• providing supervision needed to attain goals	deputy ministers and agency directors will be identified as preferred spokespeople. They will be responsible for leadership with regard to achieving goals in each organization;	Departments Agencies	Ongoing
	the networks of departmental agents and persons responsible for this dossier will be revised and consolidated. Training and counselling resources will be made available to them.	ORH	Fall 1986
• investments already made in matters of women taking up management jobs	data concerning all financial and human investments will be updated. This will permit consolidating the reference system of names of women possessing the knowledge, skills and academic degrees needed to be considered candidates for jobs to be filled.	ORH	Under way
• new attitudes concerning women's careers	counselling and information provided to women concerning stages in their career will be increased and they will be encouraged to enter job competitions.	ORH Departments Agencies	Ongoing

Appendices

Appendix A

* The Minister responsible for the Status of Women has ensured the presence of a Coordinator for the status of women dossier in the political cabinets of all government dopartments involved.


* Minister responsible for the Status of Women
*** Conseil du statut de la femme
** Secrétariat à la condition féminine
**** Office des services de garde à l'enfance

*** The Conseil du status de la femme, created in 1973, is an agency responsible for advising and making recommendations to the Minister on all matters related to equality and the respect of women's rights and status.

** The mandate of the Secrétariat à la condition féminine, created in 1979, is to assist the Minister responsible for the Status of Women in her duties of coordinating and developing government activities related to the status of women.

**** The Office, created in 1979, is mandated by the Act respecting child day-care ensure the provision of high-quality day-care services and to promote coordination between these services and other family policies.

A number of departments have appointed a person or group of people to be responsible for the status of women dossier. The role of these coordinators is to see to the development and coordination of measures and policies related to the status of women and to ensure that these policies conform to women's rights and concerns.

Four Status of Women Departments:

- Ministère de l'Agriculture, des Pêcheries et de l'Alimentation
- Ministère de l'Éducation
- Ministère de la Main-d'œuvre et de la Sécurité du revenu
- Ministère de la Santé et des Services sociaux

A Women Entrepreneurs Department:

- Ministère de l'Industrie et du Commerce

fifteen departmental coordinators:

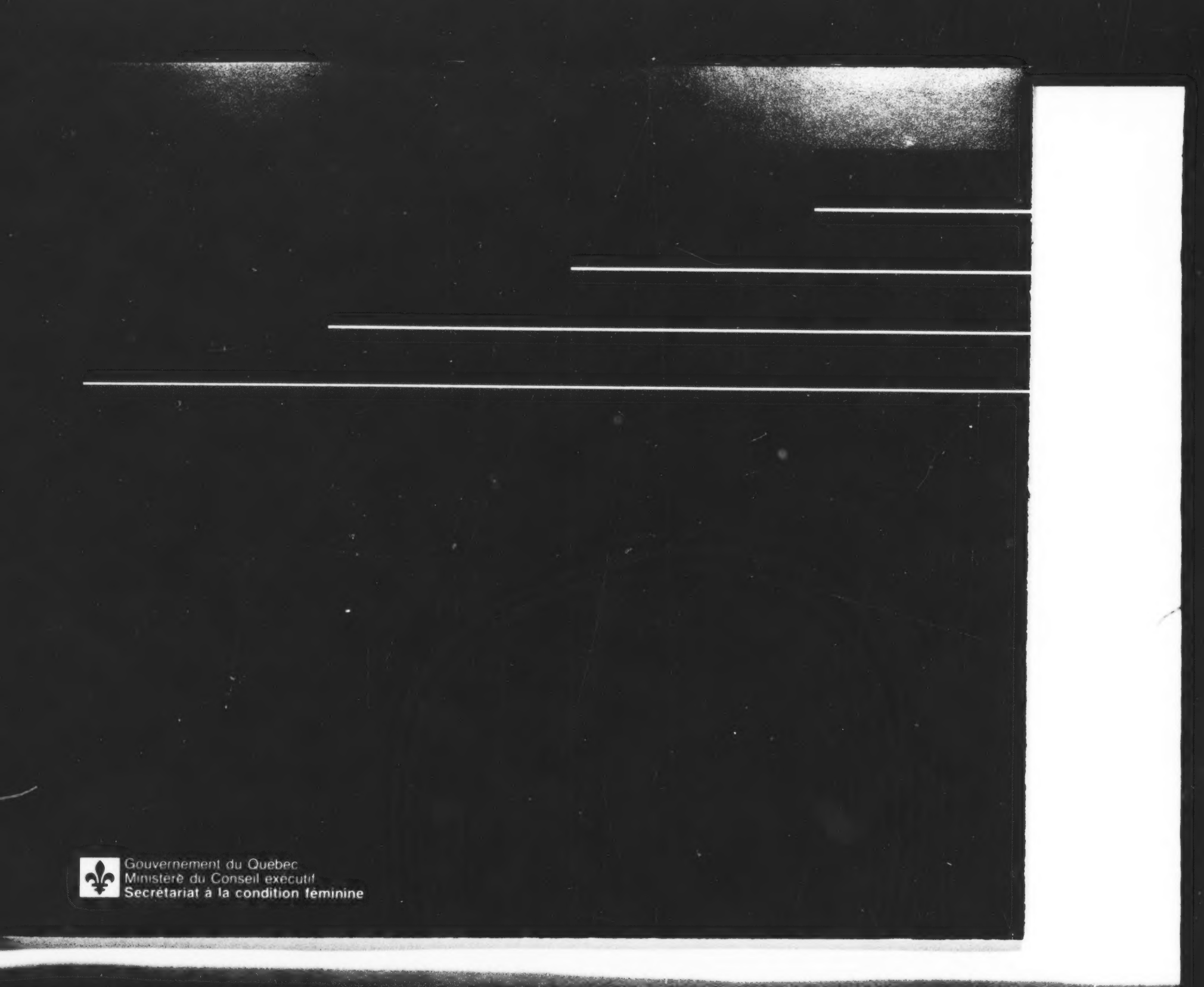
- Ministère des Affaires culturelles
- Ministère des Affaires municipales
- Ministère du Commerce extérieur et du développement technologique
- Ministère des Communautés culturelles et de l'Immigration
- Ministère des Communications
- Conseil du trésor
- Ministère de l'Énergie et des Ressources
- Ministère de l'Enseignement supérieur et de la Science
- Ministère des Finances
- Ministère de l'Habitation et de la Protection du consommateur
- Ministère de la Justice
- Ministère du Loisir, de la Chasse et de la Pêche
- Office des ressources humaines
- Ministère des relations internationales
- Ministère du Travail

Legend:
— Hierarchical relationships
---- operational relationships

Appendix B

List of Abbreviations Used

CDP	: Commission des droits de la personne
CEQ	: Centrale de l'enseignement du Québec
CFP	: Commission de la formation professionnelle
CH	: Centre hospitalier
CLSC	: Centre local de services communautaires
CNT	: Commission des normes du travail
COFI	: Centre d'orientation et de formation des immigrants
CRSSS	: Centre régional de santé et services sociaux
CSF	: Conseil du statut de la femme
CSS	: Centre de services sociaux
CSST	: Commission de la santé et de la sécurité au travail
MAM	: Ministère des Affaires municipales
MAPAQ	: Ministère de l'Agriculture, des Pêcheries et de l'Alimentation
MCCI	: Ministère des Communautés culturelles et de l'Immigration
MCQ	: Ministère des Communications
MDCF	: Ministre déléguée à la Condition féminine
MENVIQ:	Ministère de l'Environnement du Québec
MEQ	: Ministère de l'Éducation du Québec
MESS	: Ministère de l'Enseignement supérieur et de la Science
MFQ	: Ministère des Finances
MIC	: Ministère de l'Industrie et du Commerce
MJQ	: Ministère de la Justice
MLCP	: Ministère du Loisir, de la Chasse et de la Pêche
MMSR	: Ministère de la Main-d'œuvre et de la Sécurité du revenu
MRI	: Ministère des Relations internationales
MSSS	: Ministère de la Santé et des Services sociaux
OSGE	: Office des services de garde à l'enfance
RRQ	: Régie des rentes du Québec
SAGMAI	: Secrétariat des activités gouvernementales en milieu amérindien et inuit
SCF	: Secrétariat à la condition féminine
UQAM	: Université du Québec à Montréal
ORH	: Office des ressources humaines


Gouvernement du Québec
Ministère du Conseil exécutif
Secrétariat à la condition féminine